BEFORE THE ADDITIONAL INDUSTRIAL TRIBUNAL, BANGALORE.

Reference No. A.I.D. No. 32 of 1968.

First Party—

Workmen of Bangalore Fire Bricks and Tile Works, Magadi Road, Bangalore.

Represented by :

The President, Bangalore District Potteries, Tile and Ceramic Industries Workers' Union, Yeswantpur, Bangalore-22.

Vs.

Second Party—

The Management of Bangalore Fire Bricks and Tile Works, Magadi Road, Bangalore-23.

Memo of Settlement filed by the Parties

1. The Parties submit that in the interests of industrial peace they have amicably settled the dispute referred for adjudication under the following terms :—

(1) It is agreed that the Firewood Splitters will be paid at the rate of Rs. 4-50 (Rupees Four and Paise Fifty only) per ton of Firewood cut and split by them, instead of the present rate of Rs. 3-75 Paise per ton ;

(2) It is agreed that the Firewood Splitters will be paid for the paid holidays of the Establishment, at the rate of their average earnings ;

(3) It is agreed that since the year 1966-67 was a year of loss for the Tile Factory of the Second Party, the workers are not entitled to anything more than the Minimum Bonus provided under the Payment of Bonus Act, 1965, which the Management has already paid to the workers;

(4) It is agreed that the Sorter will be paid at the rate of Re. 1 (Rupee One) only for every Thousand Tiles sorted by him, instead of the previous rate of Re. 0-75 Paise (Seventy-five Paise) only per Thousand Tiles.

Note.—It is noted that the Sorter is already being paid at the higher rate of Rupee One per Thousand Tiles, and this is accepted as in full satisfaction of this demand;

(5) (*a*) It is agreed that the following workers will be paid enhanced wages at the consolidated rates (inclusive of Dearness Allowance) mentioned against their names:—

(i) Sri Peer Khan—Rs. 3-25 (Rupees Three and Twenty-five Paise) per day;

(ii) Sri Armugam—Rs. 3-25 (Rupees Three and Twenty-five Paise) per day;

(iii) Sri Karim—Rs. 3-25 (Rupees Three and Twenty-five Paise) per day;

(iv) Sri Masthiah—Rs. 3-00 (Rupees Three only).

(*b*) It is agreed that other workers Sri Govindappa, Sri Subramani and Sri Narasa who are not in service are not entitled to any enhancement over their present wages;

2. It is agreed that the above enhancement in the piece-work rate of Firewood Splitters and wages of the other workers will come into effect from 1st October 1968.

3. It is agreed that the arrears which the workers will be entitled to as per clauses 1 and 2 above will be paid to them before 31st December 1968.

4. It is agreed that the above terms are in full and final settlement of the dispute referred for adjudication.

5. It is agreed that no dispute in respect of the above matters will be raised by the workmen for a period of one year from this date.

6. It is agreed that each party will bear its own costs.

7. Both parties pray that the Hon'ble Additional Industrial Tribunal may be pleased to pass an Award on the above Terms.

Dated at Bangalore this Ninth Day of December One Thousand Nine Hundred and Sixty-eight.

(Sd.) I. Maridas,
President, Bangalore District
Firebricks, Potteries, Tile and
Ceramic Industries Workers'
Union, Yeswantpur.

1. (Sd.) A. R. Nirmal Kumar,
9-12-1968.
Partner,
For the Bangalore Firebrick & Tile Works.
2. (Sd.) B. R. Puttananjappa,
Authorised Representative of the
II Party,
9-12-1968.

"True Copy"

R. V. Kollali,
Presiding Officer,
Additional Industrial Tribunal,
Bangalore.